

Report on

Civil Rights Compliance Needs Assessment Survey 2007

Prepared by:

**State of Hawaii
Department of Human Services
Management Services Office
Research Staff**

Introduction

The Department of Human Service (DHS) conducted a Civil Right Compliance needs assessment survey in July 2007 to assist in improving DHS services, prevent civil rights violations and to meet Federal and State guidelines from agencies that fund its programs.

The survey form was sent to all DHS Staff Officers and Division Administrators by email for distribution to their staff. Copies of the survey form and the accompanying ICF are included in the Appendices.

There were 658 survey forms completed and returned to PERS/CRCS. There were 140 supervisory and 506 non-supervisory participants included in this study. Twelve survey forms did not indicate the current assignment type.

The responses on the forms were inputted into a Microsoft Access database. Summary tables of responses on Information Needs, Formal Training Needs and Developmental Needs were generated for each of the four Assignment Types: Clerical, Non-supervisory; Clerical, Supervisory; Non-supervisory Staff; and Supervisory Staff.

Ranking tables were also generated for two combined categories, Supervisory and Non-Supervisory Assignments. Needs were ranked in two different ways: by the number of Top Votes (1=highest priority); and by the number of Top 3 Votes (1=highest priority, 2=second highest priority and 3=third highest priority). Listings of comments are also included.

Highlights

Supervisory participant indicated:

- their top information needs as Reasonable Accommodations and Complaint Process;
- their top formal training need as Civil Rights Compliance Issues; and
- their top developmental need as Civil Rights Compliance Laws.

Non-supervisory participants top priority needs in all three sections were quite similar to the supervisory participants. Non-supervisory participants indicated:

- their top information needs as Complaint Process;
- their top formal training need as Civil Rights Compliance Issues; and
- their top developmental need as Civil Rights Compliance Laws.

The Survey Form

The survey form asked participants to identify their current assignment by checking one of the following:

Clerical, Non-supervisory
Clerical, Supervisory
Non-supervisory Staff
Supervisory Staff
Other

If “Other” was indicated, the participant was asked to specify the type of assignment and if it was a supervisory or non-supervisory assignment.

The assessment of needs was divided into three sections: ***Information Needs, Formal Training Needs, and Developmental Needs.***

Information needs refer to Civil Rights Compliance topics where a general overview of the topic could be provided in writing and/or online. Participants were asked to rank the six topics in order of priority (with “1” being the highest priority and “6” being the lowest). The topics included:

LEP (Limited English Proficiency)
ADA (Disabilities Access)
Discrimination (specify)
Retaliation
Formal Complaint Process (DHS)
Reasonable Accommodation

Formal training needs refer to Civil Rights Compliance training topics where face-to-face or one-on-one training would be required. Participants were asked to rank the eight training topics in order of priority (with “1” being the highest priority and “8” being the lowest). The topics included:

Civil Rights Compliance Issues
Conducting Investigations
Using CRCS Forms
Accessing CRC related websites
Gaining Cultural Appreciation
Assistive Device Use
CRCS training resources and tools
Building Respect

Developmental needs refer to Civil Rights Compliance topics where in-depth knowledge and ability to apply laws, concepts, practice, etc. are required. Participants were asked to rank the three developmental topics in order of priority (with “1” being the highest priority and “3” being the lowest). The topics included:

Developing awareness of CRCS related laws and their implications for your work
Developing CRCS related skills in mediating, coaching and investigating
Developing other CRCS related skill (specify)

Ranking Methodology

The ranking of needs was calculated for each of the three sections (Information Needs, Formal Training Needs, and Developmental Needs) separately. Ranking was done in two ways. First, topics were ranked by the number of “1” (highest priority) votes they received; and second, topics were ranked by the number of “1”, “2” and “3” (highest three priorities) votes they received.

Separate ranking tables were generated for Supervisory assignment and Non-Supervisory assignment groups. The supervisory assignment group includes participants that indicated Clerical, Supervisory and Supervisory Staff assignments. The non-supervisory assignment group includes participants that indicated Clerical, Non-supervisory and Non-supervisory Staff assignments.

Some participants did not rank all the topics. Blanks were considered as lowest priority and are labeled “9” on the summary tables. If a participant gave the same ranking to more than one choice, each choice was given equal weight in calculating ranking. If a participant responded with check-marks, each check-mark was treated as highest priority in calculating ranking. Invalid responses were also treated as blanks and labeled “9” on the summary tables.

Data Analysis and Presentations of Results

Supervisory Assignments

There were 140 survey participants with Supervisory assignments.

Information Needs

Reasonable Accommodations topped the list of Information Needs topics among supervisory participants. It was selected as one of the top three priorities for 59% of the supervisory participant.

Although Complaint Process received the second most of the top three priorities ranking for information needs at 58%, it received the most top priority votes by wide margin.

Other topics topping the list of information needs were ADA (46%) and Retaliation (40%). At the bottom of the list were LEP (32%) and Discrimination (29%).

Formal Training Needs

Civil Rights Compliance Issues and Conducting Investigations topped the list of Formal Training Needs topics among supervisory participants. They were selected as one of the top three priorities for 56% and 49% of the supervisory participant, respectively.

Culture Appreciation (39%) and Building Respect (37%) also topped the list of formal training needs topics.

Other topics included Civil Rights Compliance Resources (26%), Civil Rights Compliance Forms (23%), Civil Rights Compliance Website (21%) and Assistive Devices (13%).

Developmental Needs

Ranking of Developmental Needs topics were based on the top priority votes only.

Civil Rights Compliance Laws topped the list of Developmental Needs topics among supervisory participants. It was selected as the top priority topic by 49% of supervisory participants.

Thirty-one percent of supervisory participants selected Civil Rights Compliance Skills as their top priority topic. Only 4% selected Other Civil Rights Compliance Skills as their top priority.

Non-supervisory Assignments

There were 506 survey participants with Non-Supervisory assignments.

Information Needs

Complaint Process topped the list of Information Needs topics among non-supervisory participants. It was selected as one of the top three priorities for 58% of the non-supervisory participant. It also received the top priority ranking of 28% of the non-

supervisory participants. No other topic received more than 15% of the non-supervisory participant's top priority ranking.

Reasonable Accommodations received the second most of the top three priorities rankings for information needs at 47%, but had the second least top priority rankings.

Other topics on the list of information needs were Retaliation (43%) and ADA (42%), Discrimination (39%) and LEP (30%).

Formal Training Needs

Civil Rights Compliance Issues topped the list of Formal Training Needs topics among non-supervisory participants. It was selected as one of the top three priorities for 52% of the non-supervisory participant. Civil Rights Compliance Issues also received the top priority ranking of 34% of the non-supervisory participants. No other topic received more than 19% of the non-supervisory participant's top priority ranking.

Building Respect (44%), Conduction Investigation (39%), Cultural Appreciation (38%) and Civil Rights Compliance Resources (34%) also topped the list of formal training needs topics.

Other topics included Civil Rights Compliance Website (24%), Civil Rights Compliance Forms (21%), and Assistive Devices (18%).

Developmental Needs

Ranking of Developmental Needs topics were based on the top priority votes only.

Civil Rights Compliance Laws topped the list of Developmental Needs topics among non-supervisory participants. It was selected as the top priority topic by 58% of non-supervisory participants.

Twenty-three percent of non-supervisory participants selected Civil Rights Compliance Skills as their top priority topic. Only 4% selected Other Civil Rights Compliance Skills as their top priority.

Types of Discrimination

Survey participants were also asked to specify the type of discrimination they felt was important to receive information on. Their responses were entered in a free-format field and the participants were not limited to any number or type. The table reflects all responses, combining supervisory, non-supervisory and unspecified participant responses. There were 191 participants who responded to this question.

Race/Ethnicity topped the list of type of discrimination. It was mentioned in 37% of the responses given. Age (20%), Gender (20%) and Disability/Health (9%) also topped the list.

CRC Needs Assessment Survey Supervisory Assignment

Information Needs

NEED	No. of Top Votes	Pct. Of Total Responses
Complaint Process	44	31%
Reasonable Accommodations	23	16%
LEP	19	14%
ADA	17	12%
Discrimination	15	11%
Retaliation	10	7%

NEED	No. of Top 3 Votes	Pct. Of Total Responses
Reasonable Accommodations	82	59%
Complaint Process	81	58%
ADA	64	46%
Retaliation	56	40%
LEP	45	32%
Discrimination	41	29%

Formal Training Needs

NEED	No. of Top Votes	Pct. Of Total Responses
CRC Issues	48	34%
Conduct Investigation	33	24%
Build Respect	18	13%
Cultural Appreciation	17	12%
CRC Websites	6	4%
Assistive Devices	6	4%
CRC Resources	6	4%
CRC Forms	4	3%

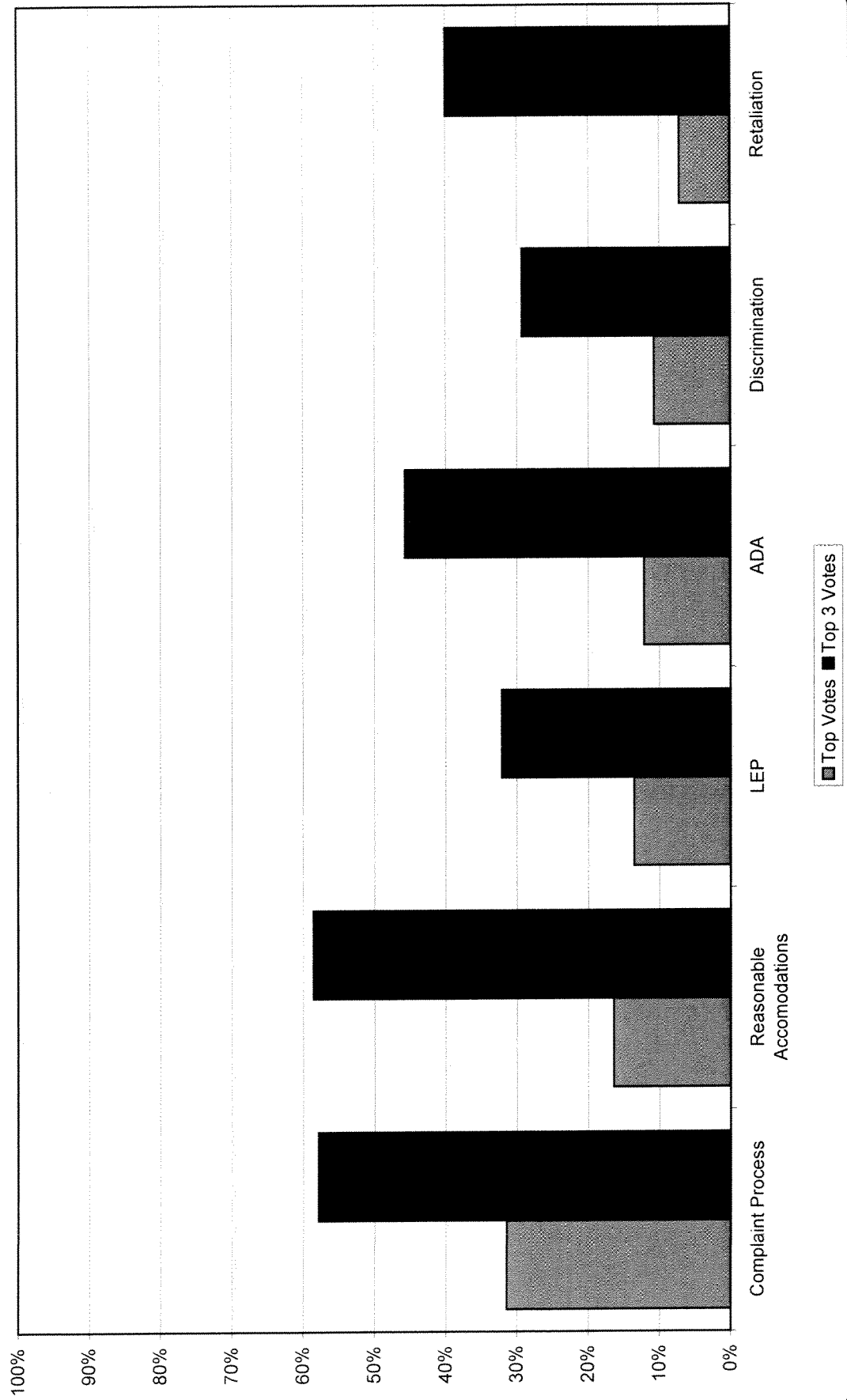
NEED	No. of Top 3 Votes	Pct. Of Total Responses
CRC Issues	78	56%
Conduct Investigation	69	49%
Cultural Appreciation	54	39%
Build Respect	52	37%
CRC Resources	36	26%
CRC Forms	32	23%
CRC Websites	29	21%
Assistive Devices	18	13%

Developmental Needs

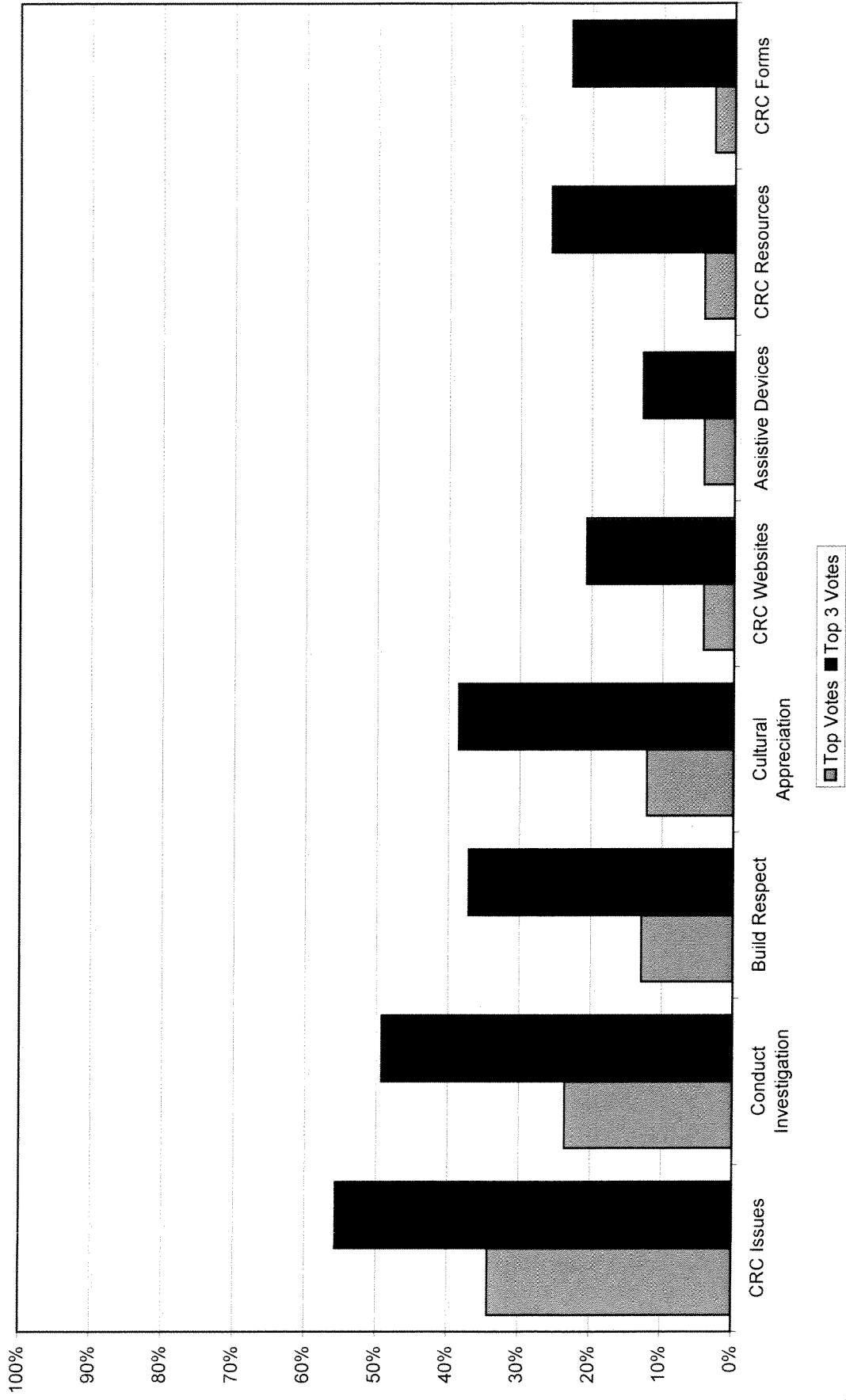
NEED	No. of Top Votes	Pct. Of Total Responses
CRC Laws	68	49%
CRC Skills	44	31%
Other Skills	6	4%

NEED	No. of Top 3 Votes	Pct. Of Total Responses
CRC Laws	124	89%
CRC Skills	118	84%
Other Skills	75	54%

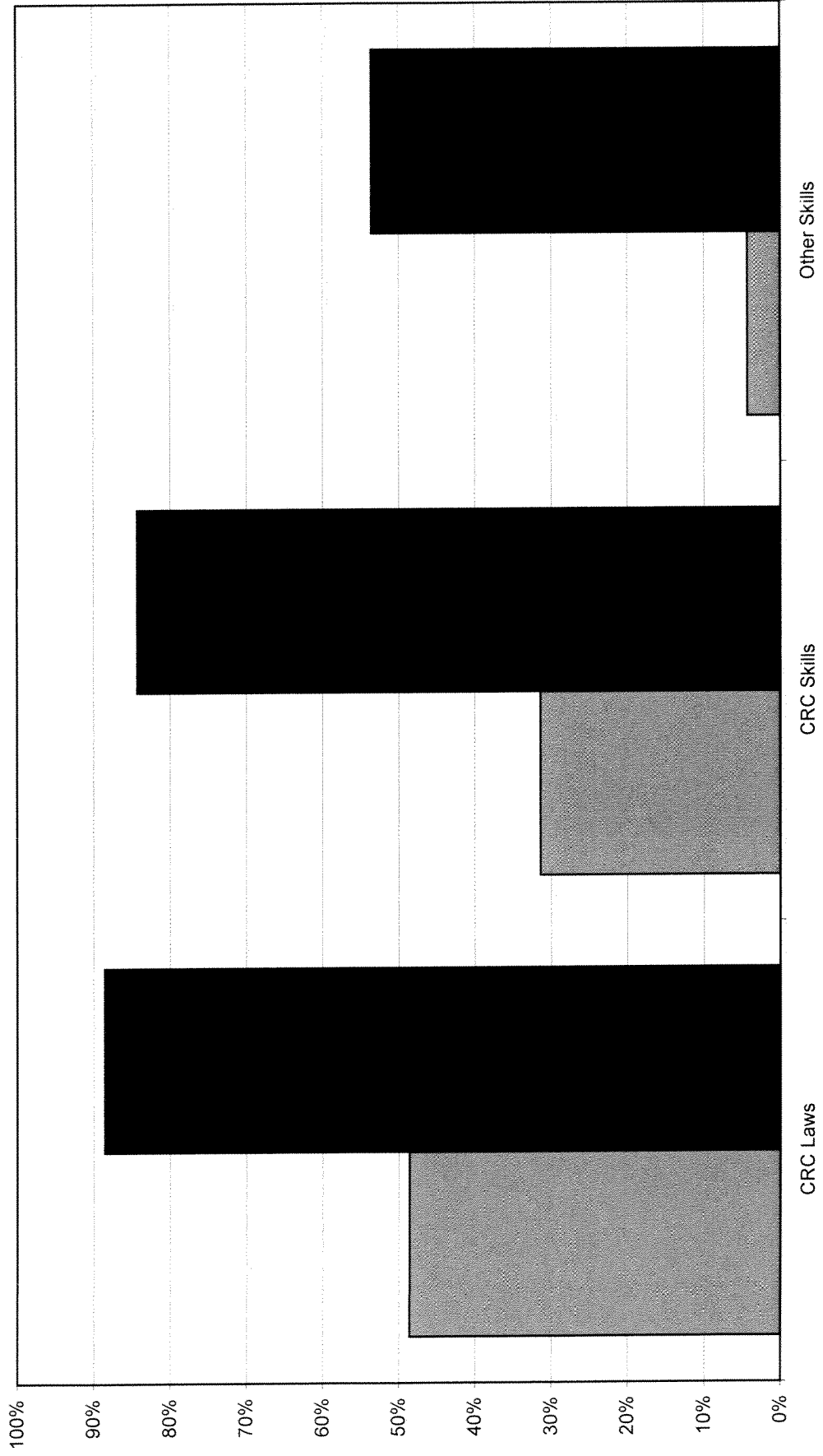
Supervisory Assignment Information Needs



Supervisory Assignment Formal Training Needs



Supervisory Assignment Developmental Needs



■ Top Votes ■ Top 3 Votes

CRC Needs Assessment Survey Non-Supervisory

Information Needs

NEED	No. of Top Votes	Pct. Of Total Responses
Complaint Process	143	28%
ADA	74	15%
Retaliation	73	14%
LEP	70	14%
Reasonable Accommodations	70	14%
Discrimination	60	12%

NEED	No. of Top 3 Votes	Pct. Of Total Responses
Complaint Process	295	58%
Reasonable Accommodations	240	47%
Retaliation	217	43%
ADA	212	42%
Discrimination	196	39%
LEP	154	30%

Formal Training Needs

NEED	No. of Top Votes	Pct. Of Total Responses
CRC Issues	170	34%
Build Respect	94	19%
Cultural Appreciation	71	14%
Conduct Investigation	66	13%
CRC Resources	57	11%
CRC Websites	32	6%
Assistive Devices	29	6%
CRC Forms	21	4%

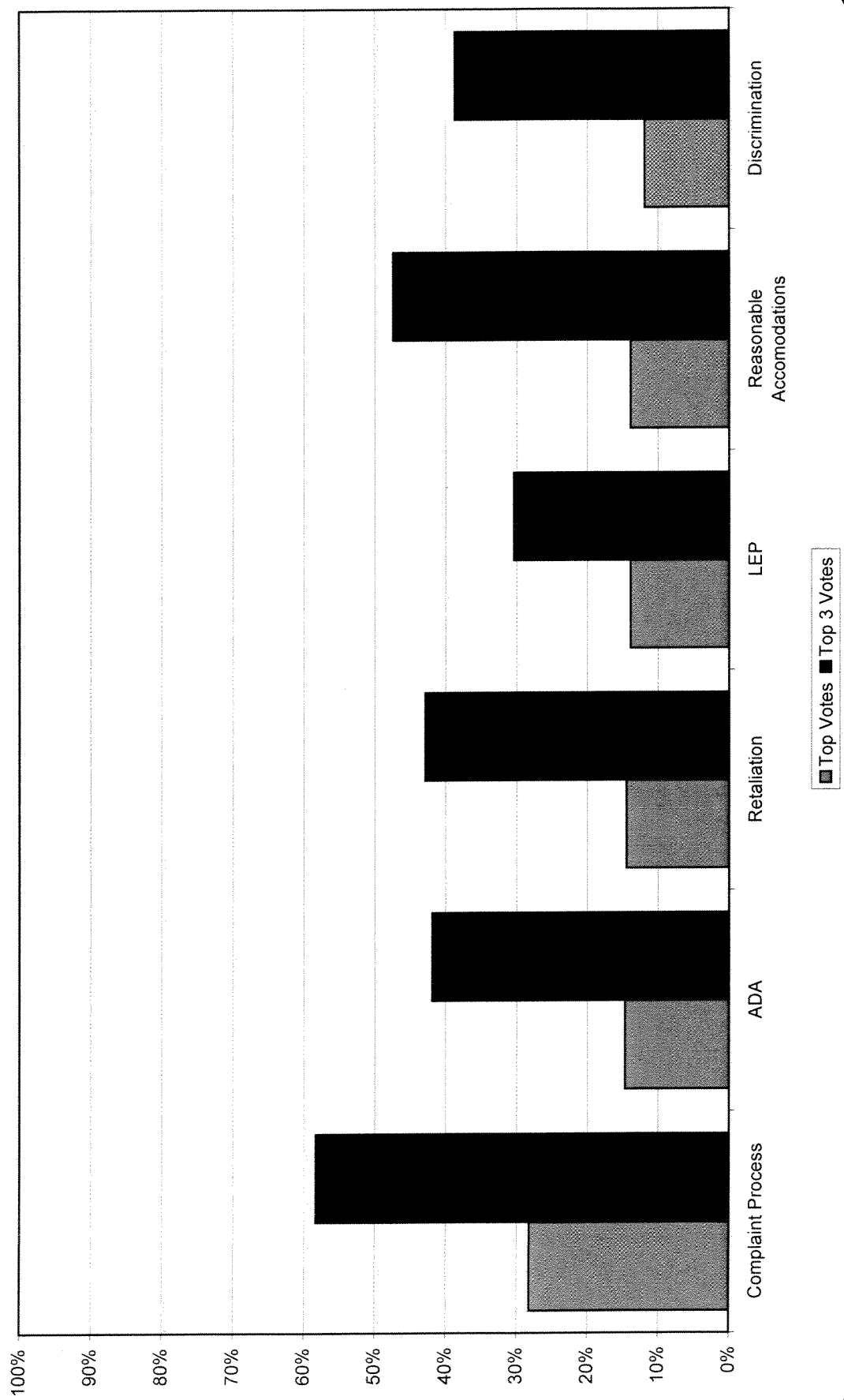
NEED	No. of Top 3 Votes	Pct. Of Total Responses
CRC Issues	263	52%
Build Respect	225	44%
Conduct Investigation	197	39%
Cultural Appreciation	191	38%
CRC Resources	170	34%
CRC Websites	121	24%
CRC Forms	107	21%
Assistive Devices	90	18%

Developmental Needs

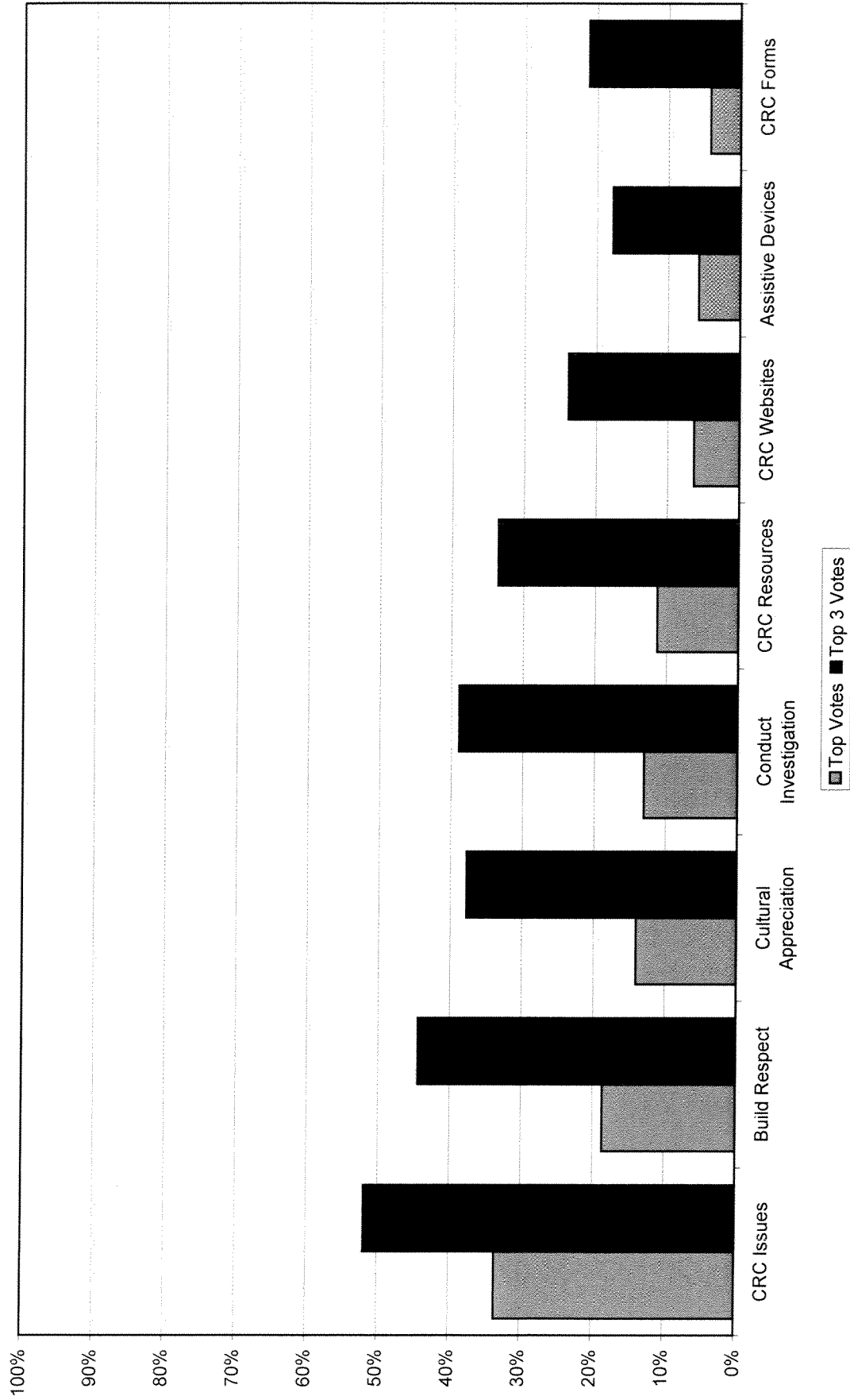
NEED	No. of Top Votes	Pct. Of Total Responses
CRC Laws	295	58%
CRC Skills	114	23%
Other Skills	22	4%

NEED	No. of Top 3 Votes	Pct. Of Total Responses
CRC Laws	443	88%
CRC Skills	414	82%
Other Skills	337	67%

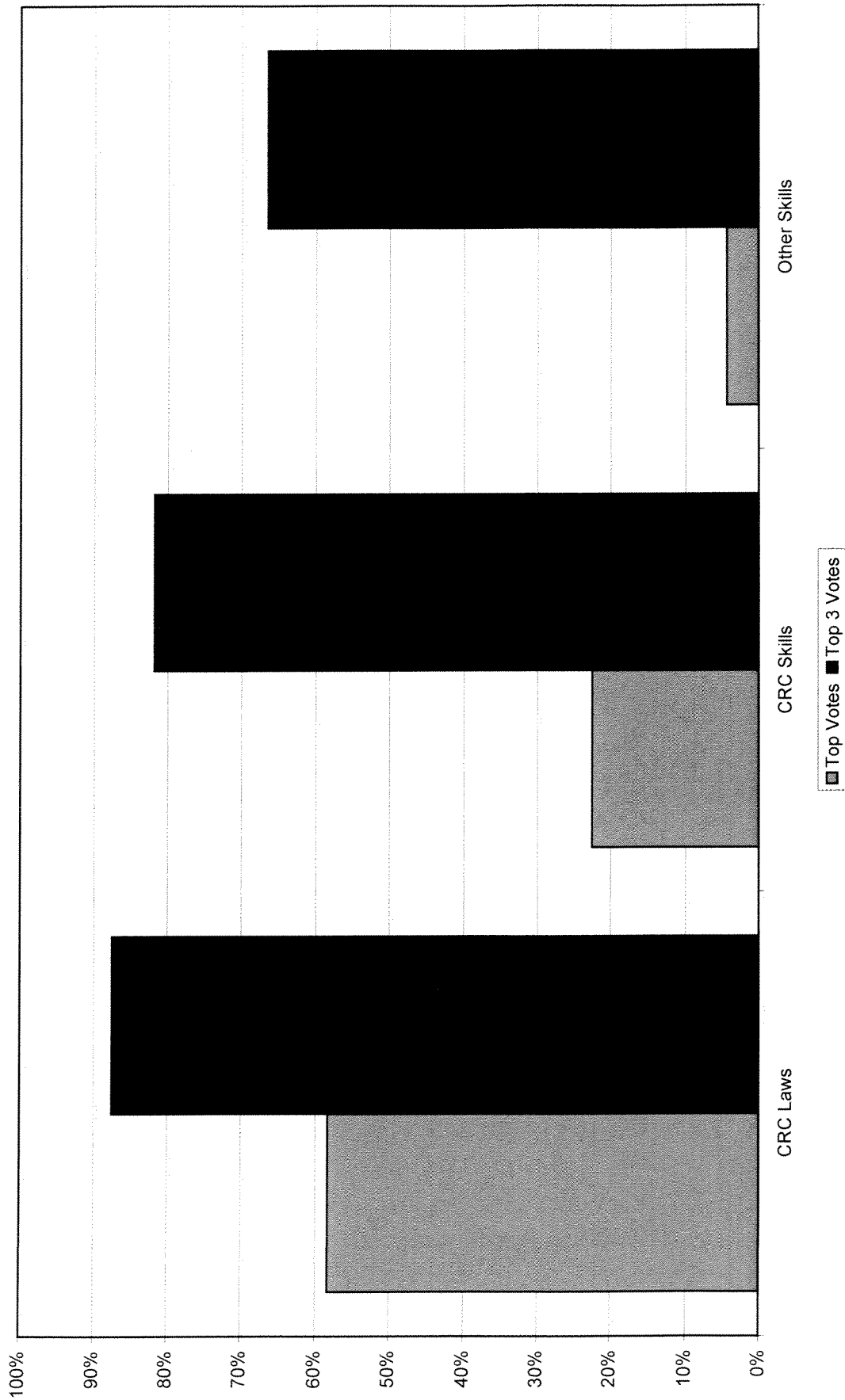
Non-Supervisory Assignment Information Needs



Non-Supervisory Assignment Formal Training Needs



Non-Supervisory Assignment Developmental Needs



Civil Rights Compliance
Needs Assessment Survey

Discrimination	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Ability (Job Performance)	1	0.52	1	0.52
Age	20	10.47	21	10.99
Age / Disability	1	0.52	22	11.52
Age / Gender	4	2.09	26	13.61
Age / Gender / Race	4	2.09	30	15.71
Age / Health	1	0.52	31	16.23
Age / Race	7	3.66	38	19.9
Age / Race / Reli	1	0.52	39	20.42
Age / Sexual Orientation	1	0.52	40	20.94
All	1	0.52	41	21.47
All Areas	3	1.57	44	23.04
All Issues	2	1.05	46	24.08
Anything	1	0.52	47	24.61
Attitude	1	0.52	48	25.13
Authority	1	0.52	49	25.65
Bias	1	0.52	50	26.18
Citizenship	1	0.52	51	26.7
Criminal History	1	0.52	52	27.23
Cultural Background	1	0.52	53	27.75
DHS Personnel	1	0.52	54	28.27
Disability	10	5.24	64	33.51
Disability / Gender	1	0.52	65	34.03
Disability / Race	2	1.05	67	35.08
Disability / Sexual Orientation	1	0.52	68	35.6
Disabilitiy	1	0.52	69	36.13
English Proficiency	1	0.52	70	36.65
Ethics	2	1.05	72	37.7
Ethnicity (Culture)	1	0.52	73	38.22
Ethnicity / Culture	1	0.52	74	38.74
Ethnicity / Race	2	1.05	76	39.79
Favoritism	5	2.62	81	42.41
Favoritism / Gender	1	0.52	82	42.93
Financial Status	1	0.52	83	43.46
Gender	18	9.42	101	52.88
Gender / Race	8	4.19	109	57.07
Gender / Race (Ethnicity)	1	0.52	110	57.59
Gender / Religion	1	0.52	111	58.12
Harassment	2	1.05	113	59.16
Height	1	0.52	114	59.69
Hostile Work Environment	1	0.52	115	60.21
Illegal Categoric	2	1.05	117	61.26
Inconsistent application	1	0.52	118	61.78
Leave	1	0.52	119	62.3
Martial Status	1	0.52	120	62.83
National Origin	3	1.57	123	64.4
National Origin	1	0.52	124	64.92
Nationality	1	0.52	125	65.45
Need	1	0.52	126	65.97
Personal Assumption	1	0.52	127	66.49
Position (Work Status)	1	0.52	128	67.02
Race	40	20.94	168	87.96
Race (Ethnic Group)	1	0.52	169	88.48
Race (Ethnicity)	2	1.05	171	89.53
Race / Caucasian	1	0.52	172	90.05
Race / Religion	1	0.52	173	90.58
Religion	5	2.62	178	93.19
Religion	1	0.52	179	93.72

Civil Rights Compliance
Needs Assessment Survey

Discrimination	Frequency	Percent	Cumulative Frequency	Cumulative Percent
SES	1	0.52	180	94.24
Sexual Harrassment	2	1.05	182	95.29
Sexual Orientation	4	2.09	186	97.38
Unfairness	1	0.52	187	97.91
Using us as a rec	1	0.52	188	98.43
Work Class / Status	1	0.52	189	98.95
Work Location	1	0.52	190	99.48
Work Related Issues	1	0.52	191	100

Frequency Missing = 467

Civil Rights Compliance
Needs Assessment Survey

Other CRC Related Skills Needs	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Accessibility for Disabled Individuals in Office	1	1.96	1	1.96
Anything Related to DHS	1	1.96	2	3.92
Anything not covered by question 2&3	1	1.96	3	5.88
Apply Laws	1	1.96	4	7.84
As applicable to "on job"	1	1.96	5	9.8
Assistive Devices	2	3.92	7	13.73
Awareness of Different Cultures	1	1.96	8	15.69
Being a Team player	1	1.96	9	17.65
CRCS Resources	1	1.96	10	19.61
Civil Rights awareness to administration	1	1.96	11	21.57
Civil Rights training split into two, management and line	1	1.96	12	23.53
Completing CRCS Forms	1	1.96	13	25.49
Conducting Investigation	1	1.96	14	27.45
Counseling Skills	1	1.96	15	29.41
Cultural Awareness	1	1.96	16	31.37
Current Applicable laws	1	1.96	17	33.33
Define Hostile Work Environment	1	1.96	18	35.29
Discrimination based on Age	1	1.96	19	37.25
Documentation of Incident	1	1.96	20	39.22
For special needs Individuals	1	1.96	21	41.18
Gaining Cultural Appreciation	2	3.92	23	45.1
Gaining Cultural Appreciation	1	1.96	24	47.06
Going thru process, assistance	1	1.96	25	49.02
How to Address Issues	1	1.96	26	50.98
Identifying Situations	1	1.96	27	52.94
Implementing Investigations and making results known	1	1.96	28	54.9
Investigations	1	1.96	29	56.86
Knowledge of consequence	1	1.96	30	58.82
Laws	1	1.96	31	60.78
Laws and Common non-comp	1	1.96	32	62.75
More Translation service	1	1.96	33	64.71
Need availability of current list of interpreters	1	1.96	34	66.67
Non Discrimination	1	1.96	35	68.63
Office Mangmt & Civil Rights skills to supervisors	1	1.96	36	70.59
Open for Discussion.	1	1.96	37	72.55
Policies Implemented w/consistent accountability	1	1.96	38	74.51
Practice	5	9.8	43	84.31
Practicing Hypothetical Issues	1	1.96	44	86.27

Civil Rights Compliance
Needs Assessment Survey

Process, Knowledge & ability to apply laws	1	1.96	45	88.24
Religious Freedom of Expression	1	1.96	46	90.2
Safety	1	1.96	47	92.16
Sexual Orientation & Gender Identity	1	1.96	48	94.12
Taking care of own business not minding others	1	1.96	49	96.08
Training needs to start from top of page	1	1.96	50	98.04
towards co-workers	1	1.96	51	100

Frequency Missing = 607

Appendices

Survey ICF
Survey Form
Summary Tables of Responses

INTERNAL
COMMUNICATION FORM
DEPARTMENT OF HUMAN SERVICES

Suspense

Suspense Date
July 30, 2007

Subject: Needs Assessment

Originator:

To: SO's, DA's, ADA's, BA's, SA's

From: PERS

Date: 07/03/07

Memo No. 1

Please distribute and discuss the attached Needs Assessment with your staff. We would appreciate a significant return rate by July 30 if possible. The purposes of the needs assessment are to assist in improving DHS services, prevent civil rights violations, and to meet Federal and State guidelines from agencies that fund our programs.

The one-page form can be found and completed on the U Drive under "Needs Assessment, July 2007," e-mailed to gwatts@dhs.hawaii.gov, faxed to 586-4990, sent interoffice mail to PERS/CRCS or mailed to DHS/CRCS, P. O. Box 339, Honolulu, HI 96809-0339.

Thank you for your help.

PERS

CONFIDENTIAL

(when completed)

Needs Assessment

Information, Training and Development Needs

Please provide the **Civil Rights Compliance Staff (CRCS)** with information about the kind of Civil Rights related information, training and development that might be most needed to help you and/or your co-workers in job-related activities. Your responses are confidential and will be helpful to CRCS in planning. **The purposes of this needs assessment are to assist in improving DHS services, prevent civil rights violations, and to meet Federal and State guidelines from agencies that fund our programs.**

1. Please **CHECK** one item below that **best** describes your current assignment:

If other, please specify supervisory or non-supervisory

<input type="checkbox"/> Clerical, Non-supervisory <input type="checkbox"/> Non-supervisory Staff <input type="checkbox"/> Other, Please Specify _____	<input type="checkbox"/> Clerical, Supervisory <input type="checkbox"/> Supervisory Staff
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2. Please **RANK** any **information needs** relative to Civil Rights Compliance you might find helpful:
1 = highest priority, 6 = lowest priority

<input type="checkbox"/> LEP (Limited English Proficiency) <input type="checkbox"/> Discrimination based on _____ <input type="checkbox"/> Formal Complaint Process (DHS) (Information needs refer to a general overview that could be provided in writing and/or online.)	<input type="checkbox"/> ADA (Disabilities Access) <input type="checkbox"/> Retaliation <input type="checkbox"/> Reasonable Accommodation
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3. Please **RANK** any **formal training needs** that you feel would benefit your work environment:
1 = highest priority; 8 = lowest priority

<input type="checkbox"/> Civil Rights Compliance Issues <input type="checkbox"/> Using CRCS Forms <input type="checkbox"/> Assistive Devices Use	<input type="checkbox"/> Accessing CRC related websites <input type="checkbox"/> CRCS training resources and tools	<input type="checkbox"/> Conducting Investigations <input type="checkbox"/> Gaining Cultural Appreciation <input type="checkbox"/> Building Respect
(formal training need refers to face-to-face or one-on-one training)		

4. Please **RANK** **developmental needs** that you feel would benefit your work environment:
1 = highest priority; 3 = lowest priority

<input type="checkbox"/> developing awareness of CRCS related laws and their implications for your work <input type="checkbox"/> developing CRCS related skills in mediating, coaching, investigating <input type="checkbox"/> developing other CRCS related skills, please specify _____ (developmental needs refer to in-depth knowledge and ability to apply laws, concepts, practice, etc.)
--

Please use additional sheets or reverse side as needed for COMMENTS.

Should you have questions, Call 586-4955

Please return completed form to gwatts@dhs.hawaii.gov
or mail to: **DHS/CRCS, P. O. Box 339, Honolulu, HI 96809-0339.**

THANK YOU.

Civil Rights Compliance
Needs Assessment Survey

Current Assignment	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Clerical, Non-supervisory	122	18.89	122	18.89
Clerical, Supervisory	12	1.86	134	20.74
Non-supervisory Staff	384	59.44	518	80.19
Supervisory Staff	128	19.81	646	100

Frequency Missing = 12

VARIABLE NAME KEY

CONFIDENTIAL

(when completed)

Needs Assessment Information, Training and Development Needs

Please provide the **Civil Rights Compliance Staff (CRCS)** with information about the kind of Civil Rights related information, training and development that might be most needed to help you and/or your co-workers in job-related activities. Your responses are confidential and will be helpful to CRCS in planning. **The purposes of this needs assessment are to assist in improving DHS services, prevent civil rights violations, and to meet Federal and State guidelines from agencies that fund our programs.**

1. Please **CHECK** one item below that **best** describes your current assignment:
If other, please specify supervisory or non-supervisory

Q1

- | | |
|--|--|
| <input type="checkbox"/> Clerical, Non-supervisory | <input type="checkbox"/> Clerical, Supervisory |
| <input type="checkbox"/> Non-supervisory Staff | <input type="checkbox"/> Supervisory Staff |
| <input type="checkbox"/> Other, Please Specify <u>Q1-1</u> | |

2. Please **RANK** any **information needs** relative to Civil Rights Compliance you might find helpful:
1 = highest priority, 6 = lowest priority

Q2-

- | | |
|--|------------------------------------|
| <u>1</u> LEP (Limited English Proficiency) | <u>2</u> ADA (Disabilities Access) |
| <u>3</u> Discrimination based on <u>7</u> | <u>4</u> Retaliation |
| <u>5</u> Formal Complaint Process (DHS) | <u>6</u> Reasonable Accommodation |
- (Information needs refer to a general overview that could be provided in writing and/or online.)

3. Please **RANK** any **formal training needs** that you feel would benefit your work environment:
1 = highest priority; 8 = lowest priority

Q3-

- | | | |
|---|--|--|
| <u>1</u> Civil Rights Compliance Issues | <u>4</u> Accessing CRC related websites | <u>2</u> Conducting Investigations |
| <u>3</u> Using CRCS Forms | <u>1</u> CRCS training resources and tools | <u>5</u> Gaining Cultural Appreciation |
| <u>6</u> Assistive Devices Use | | <u>8</u> Building Respect |
- (formal training need refers to face-to-face or one-on-one training)

4. Please **RANK** **developmental needs** that you feel would benefit your work environment:
1 = highest priority; 3 = lowest priority

Q4-

- | |
|---|
| <u>1</u> developing awareness of CRCS related laws and their implications for your work |
| <u>2</u> developing CRCS related skills in mediating, coaching, investigating |
| <u>3</u> developing other CRCS related skills, please specify <u>4</u> |
- (developmental needs refer to in-depth knowledge and ability to apply laws, concepts, practice, etc.)

Please use additional sheets or reverse side as needed for COMMENTS.

Q5
Q6

Should you have questions, Call 586-4955

Please return completed form to gwatts@dhs.hawaii.gov
or mail to: DHS/CRCS, P. O. Box 339, Honolulu, HI 96809-0339.

THANK YOU.

Note: Response '9' equals blank or invalid response.

Civil Rights Compliance
Needs Assessment Survey

Q1=Unspecified

Q2_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	1	8.33	1	8.33
3	1	8.33	2	16.67
5	1	8.33	3	25
6	5	41.67	8	66.67
9	4	33.33	12	100

Q2_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	8.33	1	8.33
2	2	16.67	3	25
3	1	8.33	4	33.33
4	1	8.33	5	41.67
5	1	8.33	6	50
6	2	16.67	8	66.67
9	4	33.33	12	100

Q2_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	8.33	1	8.33
2	2	16.67	3	25
3	1	8.33	4	33.33
4	2	16.67	6	50
6	2	16.67	8	66.67
9	4	33.33	12	100

Q2_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	3	25	3	25
2	3	25	6	50
3	1	8.33	7	58.33
4	1	8.33	8	66.67
6	1	8.33	9	75
9	3	25	12	100

Q2_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	3	25	3	25
3	3	25	6	50
5	1	8.33	7	58.33
6	2	16.67	9	75
9	3	25	12	100

Q2_6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	16.67	2	16.67
3	2	16.67	4	33.33
4	1	8.33	5	41.67
5	2	16.67	7	58.33
6	1	8.33	8	66.67
9	4	33.33	12	100

Civil Rights Compliance
Needs Assessment Survey

Q2_7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	9	75	9	75
Attitude	1	8.33	10	83.33
Gender	1	8.33	11	91.67
Gender / Race	1	8.33	12	100

Q3_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	16.67	2	16.67
2	3	25	5	41.67
3	1	8.33	6	50
4	1	8.33	7	58.33
5	1	8.33	8	66.67
8	1	8.33	9	75
9	3	25	12	100

Q3_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	8.33	1	8.33
2	1	8.33	2	16.67
3	3	25	5	41.67
4	1	8.33	6	50
5	1	8.33	7	58.33
8	1	8.33	8	66.67
9	4	33.33	12	100

Q3_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	1	8.33	1	8.33
4	2	16.67	3	25
7	2	16.67	5	41.67
8	3	25	8	66.67
9	4	33.33	12	100

Q3_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	2	16.67	2	16.67
4	1	8.33	3	25
5	2	16.67	5	41.67
7	1	8.33	6	50
8	2	16.67	8	66.67
9	4	33.33	12	100

Civil Rights Compliance
Needs Assessment Survey

Q3_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	3	25	3	25
3	1	8.33	4	33.33
4	1	8.33	5	41.67
5	1	8.33	6	50
6	1	8.33	7	58.33
7	1	8.33	8	66.67
8	1	8.33	9	75
9	3	25	12	100

Q3_6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	1	8.33	1	8.33
5	1	8.33	2	16.67
6	2	16.67	4	33.33
8	4	33.33	8	66.67
9	4	33.33	12	100

Q3_7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	8.33	1	8.33
3	3	25	4	33.33
5	1	8.33	5	41.67
6	2	16.67	7	58.33
7	1	8.33	8	66.67
8	1	8.33	9	75
9	3	25	12	100

Q3_8	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	3	25	3	25
1	5	41.67	8	66.67
5	1	8.33	9	75
6	1	8.33	10	83.33
7	1	8.33	11	91.67
8	1	8.33	12	100

Q4_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	5	41.67	5	41.67
2	2	16.67	7	58.33
3	2	16.67	9	75
9	3	25	12	100

Q4_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	3	25	3	25
2	3	25	6	50
3	3	25	9	75
9	3	25	12	100

Civil Rights Compliance
Needs Assessment Survey

Q4_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	8.33	1	8.33
2	1	8.33	2	16.67
3	6	50	8	66.67
9	4	33.33	12	100

Q4_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	10	83.33	10	83.33
Being a Team player	1	8.33	11	91.67
Open for Discussion.	1	8.33	12	100

Q1=Clerical, Non-supervisory

Q2_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	14	11.48	14	11.48
2	13	10.66	27	22.13
3	10	8.2	37	30.33
4	1	0.82	38	31.15
5	10	8.2	48	39.34
6	41	33.61	89	72.95
9	33	27.05	122	100

Q2_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	15	12.3	15	12.3
2	12	9.84	27	22.13
3	21	17.21	48	39.34
4	18	14.75	66	54.1
5	17	13.93	83	68.03
6	9	7.38	92	75.41
9	30	24.59	122	100

Q2_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	12	9.84	12	9.84
2	16	13.11	28	22.95
3	17	13.93	45	36.89
4	15	12.3	60	49.18
5	10	8.2	70	57.38
6	13	10.66	83	68.03
9	39	31.97	122	100

Civil Rights Compliance
Needs Assessment Survey

Q2_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	15	12.3	15	12.3
2	15	12.3	30	24.59
3	24	19.67	54	44.26
4	13	10.66	67	54.92
5	12	9.84	79	64.75
6	14	11.48	93	76.23
9	29	23.77	122	100

Q2_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	38	31.15	38	31.15
2	18	14.75	56	45.9
3	16	13.11	72	59.02
4	13	10.66	85	69.67
5	9	7.38	94	77.05
6	6	4.92	100	81.97
9	22	18.03	122	100

Q2_6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	16	13.11	16	13.11
2	21	17.21	37	30.33
3	16	13.11	53	43.44
4	15	12.3	68	55.74
5	17	13.93	85	69.67
6	10	8.2	95	77.87
9	27	22.13	122	100

Q2_7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	96	78.69	96	78.69
Age	2	1.64	98	80.33
Age / Gender	1	0.82	99	81.15
Age / Gender / Race	1	0.82	100	81.97
Age / Health	1	0.82	101	82.79
Age / Race	1	0.82	102	83.61
Anything	1	0.82	103	84.43
Citizenship	1	0.82	104	85.25
DHS Personnel	1	0.82	105	86.07
Disability	1	0.82	106	86.89
Disability / Race	1	0.82	107	87.7
Favoritism	1	0.82	108	88.52
Financial Status	1	0.82	109	89.34
Gender	1	0.82	110	90.16
Gender / Race (Ethnicity)	1	0.82	111	90.98
Nationality	1	0.82	112	91.8
Race	8	6.56	120	98.36
Religion	1	0.82	121	99.18
Using us as a rec	1	0.82	122	100

Civil Rights Compliance
Needs Assessment Survey

Q3_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	34	27.87	34	27.87
2	14	11.48	48	39.34
3	8	6.56	56	45.9
4	10	8.2	66	54.1
5	9	7.38	75	61.48
6	12	9.84	87	71.31
7	6	4.92	93	76.23
8	6	4.92	99	81.15
9	23	18.85	122	100

Q3_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	12	9.84	12	9.84
2	11	9.02	23	18.85
3	16	13.11	39	31.97
4	8	6.56	47	38.52
5	4	3.28	51	41.8
6	9	7.38	60	49.18
7	9	7.38	69	56.56
8	18	14.75	87	71.31
9	35	28.69	122	100

Q3_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	8	6.56	8	6.56
2	17	13.93	25	20.49
3	10	8.2	35	28.69
4	11	9.02	46	37.7
5	9	7.38	55	45.08
6	13	10.66	68	55.74
7	9	7.38	77	63.11
8	11	9.02	88	72.13
9	34	27.87	122	100

Q3_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	8	6.56	8	6.56
2	9	7.38	17	13.93
3	18	14.75	35	28.69
4	15	12.3	50	40.98
5	12	9.84	62	50.82
6	6	4.92	68	55.74
7	11	9.02	79	64.75
8	11	9.02	90	73.77
9	32	26.23	122	100

Civil Rights Compliance
Needs Assessment Survey

Q3_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	10	8.2	10	8.2
2	13	10.66	23	18.85
3	12	9.84	35	28.69
4	13	10.66	48	39.34
5	7	5.74	55	45.08
6	9	7.38	64	52.46
7	11	9.02	75	61.48
8	14	11.48	89	72.95
9	33	27.05	122	100

Q3_6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	6	4.92	6	4.92
2	5	4.1	11	9.02
3	11	9.02	22	18.03
4	9	7.38	31	25.41
5	17	13.93	48	39.34
6	16	13.11	64	52.46
7	14	11.48	78	63.93
8	9	7.38	87	71.31
9	35	28.69	122	100

Q3_7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	15	12.3	15	12.3
2	12	9.84	27	22.13
3	19	15.57	46	37.7
4	17	13.93	63	51.64
5	9	7.38	72	59.02
6	7	5.74	79	64.75
7	4	3.28	83	68.03
8	9	7.38	92	75.41
9	30	24.59	122	100

Q3_8	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	22	18.03	22	18.03
1	24	19.67	46	37.7
2	22	18.03	68	55.74
3	14	11.48	82	67.21
4	6	4.92	88	72.13
5	9	7.38	97	79.51
6	11	9.02	108	88.52
7	8	6.56	116	95.08
8	5	4.1	121	99.18
99	1	0.82	122	100

Civil Rights Compliance
Needs Assessment Survey

Q4_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	69	56.56	69	56.56
2	26	21.31	95	77.87
3	12	9.84	107	87.7
9	15	12.3	122	100

Q4_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	25	20.49	25	20.49
2	53	43.44	78	63.93
3	18	14.75	96	78.69
9	26	21.31	122	100

Q4_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	5	4.1	5	4.1
2	12	9.84	17	13.93
3	56	45.9	73	59.84
9	49	40.16	122	100

Q4_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	117	95.9	117	95.9
Completing CRCS Forms	1	0.82	118	96.72
Counseling Skills	1	0.82	119	97.54
Practice	2	1.64	121	99.18
Safety	1	0.82	122	100

Q1=Clerical, Supervisory

Q2_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	1	8.33	1	8.33
3	2	16.67	3	25
4	1	8.33	4	33.33
5	2	16.67	6	50
6	2	16.67	8	66.67
9	4	33.33	12	100

Q2_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	8.33	1	8.33
2	2	16.67	3	25
3	1	8.33	4	33.33
4	1	8.33	5	41.67
6	2	16.67	7	58.33
9	5	41.67	12	100

Civil Rights Compliance
Needs Assessment Survey

Q2_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	8.33	1	8.33
2	1	8.33	2	16.67
3	3	25	5	41.67
4	2	16.67	7	58.33
5	1	8.33	8	66.67
9	4	33.33	12	100

Q2_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	8.33	1	8.33
2	1	8.33	2	16.67
3	3	25	5	41.67
5	2	16.67	7	58.33
6	2	16.67	9	75
9	3	25	12	100

Q2_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	8.33	1	8.33
2	1	8.33	2	16.67
3	3	25	5	41.67
4	3	25	8	66.67
5	1	8.33	9	75
6	1	8.33	10	83.33
9	2	16.67	12	100

Q2_6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	16.67	2	16.67
2	1	8.33	3	25
3	2	16.67	5	41.67
5	4	33.33	9	75
9	3	25	12	100

Q2_7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	7	58.33	7	58.33
Age / Race	1	8.33	8	66.67
Cultural Background	1	8.33	9	75
Disability / Sexual Orientation	1	8.33	10	83.33
Race	1	8.33	11	91.67
Work Related Issues	1	8.33	12	100

Q3_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	4	33.33	4	33.33
2	1	8.33	5	41.67
3	1	8.33	6	50
5	2	16.67	8	66.67
9	4	33.33	12	100

Civil Rights Compliance
Needs Assessment Survey

Q3_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	8.33	1	8.33
2	1	8.33	2	16.67
3	1	8.33	3	25
4	1	8.33	4	33.33
5	1	8.33	5	41.67
6	2	16.67	7	58.33
7	1	8.33	8	66.67
9	4	33.33	12	100

Q3_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	16.67	2	16.67
2	2	16.67	4	33.33
3	1	8.33	5	41.67
5	2	16.67	7	58.33
7	1	8.33	8	66.67
9	4	33.33	12	100

Q3_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	16.67	2	16.67
3	3	25	5	41.67
5	1	8.33	6	50
7	1	8.33	7	58.33
8	2	16.67	9	75
9	3	25	12	100

Q3_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	8.33	1	8.33
3	2	16.67	3	25
5	1	8.33	4	33.33
6	2	16.67	6	50
7	2	16.67	8	66.67
9	4	33.33	12	100

Q3_6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	8.33	1	8.33
3	1	8.33	2	16.67
4	1	8.33	3	25
6	1	8.33	4	33.33
7	1	8.33	5	41.67
8	2	16.67	7	58.33
9	5	41.67	12	100

Civil Rights Compliance
Needs Assessment Survey

Q3_7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	16.67	2	16.67
3	1	8.33	3	25
4	2	16.67	5	41.67
7	2	16.67	7	58.33
9	5	41.67	12	100

Q3_8	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	4	33.33	4	33.33
1	3	25	7	58.33
2	1	8.33	8	66.67
3	1	8.33	9	75
4	1	8.33	10	83.33
7	1	8.33	11	91.67
8	1	8.33	12	100

Q4_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	6	50	6	50
3	2	16.67	8	66.67
9	4	33.33	12	100

Q4_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	6	50	6	50
3	2	16.67	8	66.67
9	4	33.33	12	100

Q4_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	1	8.33	1	8.33
3	5	41.67	6	50
9	6	50	12	100

Q4_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	12	100	12	100

Civil Rights Compliance
Needs Assessment Survey

Q1=Non-supervisory Staff

Q2_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	56	14.58	56	14.58
2	35	9.11	91	23.7
3	26	6.77	117	30.47
4	30	7.81	147	38.28
5	46	11.98	193	50.26
6	114	29.69	307	79.95
9	77	20.05	384	100

Q2_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	59	15.36	59	15.36
2	43	11.2	102	26.56
3	62	16.15	164	42.71
4	50	13.02	214	55.73
5	61	15.89	275	71.61
6	32	8.33	307	79.95
9	77	20.05	384	100

Q2_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	48	12.5	48	12.5
2	41	10.68	89	23.18
3	62	16.15	151	39.32
4	48	12.5	199	51.82
5	43	11.2	242	63.02
6	51	13.28	293	76.3
9	91	23.7	384	100

Q2_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	58	15.1	58	15.1
2	61	15.89	119	30.99
3	44	11.46	163	42.45
4	40	10.42	203	52.86
5	46	11.98	249	64.84
6	65	16.93	314	81.77
9	70	18.23	384	100

Q2_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	105	27.34	105	27.34
2	64	16.67	169	44.01
3	54	14.06	223	58.07
4	46	11.98	269	70.05
5	32	8.33	301	78.39
6	24	6.25	325	84.64
9	59	15.36	384	100

Civil Rights Compliance
Needs Assessment Survey

Q2_6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	54	14.06	54	14.06
2	63	16.41	117	30.47
3	70	18.23	187	48.7
4	63	16.41	250	65.1
5	41	10.68	291	75.78
6	33	8.59	324	84.38
9	60	15.63	384	100

Q2_7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	275	71.61	275	71.61
Ability (Job Performance)	1	0.26	276	71.88
Age	13	3.39	289	75.26
Age / Gender	2	0.52	291	75.78
Age / Gender / Race	2	0.52	293	76.3
Age / Race	5	1.3	298	77.6
All Areas	2	0.52	300	78.13
Authority	1	0.26	301	78.39
Bias	1	0.26	302	78.65
Disability	5	1.3	307	79.95
Disability / Gender	1	0.26	308	80.21
Disability	1	0.26	309	80.47
English Proficiency	1	0.26	310	80.73
Ethics	2	0.52	312	81.25
Ethnicity (Culture)	1	0.26	313	81.51
Ethnicity / Culture	1	0.26	314	81.77
Ethnicity / Race	2	0.52	316	82.29
Favoritism	4	1.04	320	83.33
Favoritism / Gender	1	0.26	321	83.59
Gender	10	2.6	331	86.2
Gender / Race	6	1.56	337	87.76
Harassment	1	0.26	338	88.02
Height	1	0.26	339	88.28
Illegal Categorize	2	0.52	341	88.8
Inconsistent application	1	0.26	342	89.06
Leave	1	0.26	343	89.32
Marital Status	1	0.26	344	89.58
Need	1	0.26	345	89.84
Personal Assumption	1	0.26	346	90.1
Position (Work Status)	1	0.26	347	90.36
Race	21	5.47	368	95.83
Race (Ethnic Grounds)	1	0.26	369	96.09
Race (Ethnicity)	2	0.52	371	96.61
Race / Caucasian	1	0.26	372	96.88
Race / Religion	1	0.26	373	97.14
Religion	3	0.78	376	97.92
Religion	1	0.26	377	98.18
SES	1	0.26	378	98.44
Sexual Harrassment	2	0.52	380	98.96
Sexual Orientation	1	0.26	381	99.22
Unfairness	1	0.26	382	99.48
Work Class / Status	1	0.26	383	99.74
Work Location	1	0.26	384	100

Civil Rights Compliance
Needs Assessment Survey

Q3_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	136	35.42	136	35.42
2	39	10.16	175	45.57
3	32	8.33	207	53.91
4	34	8.85	241	62.76
5	17	4.43	258	67.19
6	30	7.81	288	75
7	17	4.43	305	79.43
8	24	6.25	329	85.68
9	55	14.32	384	100

Q3_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	54	14.06	54	14.06
2	47	12.24	101	26.3
3	57	14.84	158	41.15
4	31	8.07	189	49.22
5	21	5.47	210	54.69
6	37	9.64	247	64.32
7	20	5.21	267	69.53
8	41	10.68	308	80.21
9	76	19.79	384	100

Q3_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	13	3.39	13	3.39
2	26	6.77	39	10.16
3	33	8.59	72	18.75
4	28	7.29	100	26.04
5	44	11.46	144	37.5
6	34	8.85	178	46.35
7	50	13.02	228	59.38
8	65	16.93	293	76.3
9	91	23.7	384	100

Q3_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	24	6.25	24	6.25
2	31	8.07	55	14.32
3	31	8.07	86	22.4
4	46	11.98	132	34.38
5	33	8.59	165	42.97
6	46	11.98	211	54.95
7	33	8.59	244	63.54
8	49	12.76	293	76.3
9	91	23.7	384	100

Civil Rights Compliance
Needs Assessment Survey

Q3_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	61	15.89	61	15.89
2	58	15.1	119	30.99
3	37	9.64	156	40.63
4	29	7.55	185	48.18
5	33	8.59	218	56.77
6	30	7.81	248	64.58
7	28	7.29	276	71.88
8	39	10.16	315	82.03
9	69	17.97	384	100

Q3_6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	23	5.99	23	5.99
2	18	4.69	41	10.68
3	27	7.03	68	17.71
4	33	8.59	101	26.3
5	44	11.46	145	37.76
6	28	7.29	173	45.05
7	47	12.24	220	57.29
8	67	17.45	287	74.74
9	97	25.26	384	100

Q3_7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	42	10.94	42	10.94
2	34	8.85	76	19.79
3	48	12.5	124	32.29
4	44	11.46	168	43.75
5	50	13.02	218	56.77
6	36	9.38	254	66.15
7	21	5.47	275	71.61
8	18	4.69	293	76.3
9	91	23.7	384	100

Q3_8	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	61	15.89	61	15.89
1	70	18.23	131	34.11
2	54	14.06	185	48.18
3	41	10.68	226	58.85
4	39	10.16	265	69.01
5	30	7.81	295	76.82
6	24	6.25	319	83.07
7	24	6.25	343	89.32
8	34	8.85	377	98.18
99	7	1.82	384	100

Civil Rights Compliance
Needs Assessment Survey

Q4_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	226	58.85	226	58.85
2	82	21.35	308	80.21
3	28	7.29	336	87.5
9	48	12.5	384	100

Q4_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	89	23.18	89	23.18
2	189	49.22	278	72.4
3	40	10.42	318	82.81
9	66	17.19	384	100

Q4_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	17	4.43	17	4.43
2	29	7.55	46	11.98
3	218	56.77	264	68.75
9	120	31.25	384	100

Q4_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	357	92.97	357	92.97
Accessibility for Disabled	1	0.26	358	93.23
Anything Related to DHS	1	0.26	359	93.49
Assistive Devices	2	0.52	361	94.01
CRCS Resources	1	0.26	362	94.27
Civil Rights awareness	1	0.26	363	94.53
Civil Rights training	1	0.26	364	94.79
Conducting Investigation	1	0.26	365	95.05
Current Applicable laws	1	0.26	366	95.31
Discrimination based on Age	1	0.26	367	95.57
Documentation of Incidence	1	0.26	368	95.83
Gaining Cultural Appreciation	1	0.26	369	96.09
Going thru process	1	0.26	370	96.35
Identifying Situations	1	0.26	371	96.61
Implementing Investigation	1	0.26	372	96.88
Knowledge of consequence if laws are violated	1	0.26	373	97.14
Laws	1	0.26	374	97.4
Need availability of current list of interpreters	1	0.26	375	97.66
Non Discrimination	1	0.26	376	97.92
Policies Implemented w/consistent accountability	1	0.26	377	98.18
Practice	3	0.78	380	98.96
Religious Freedom of Expression	1	0.26	381	99.22
Taking care of own business, not minding others	1	0.26	382	99.48
Training needs to start from top of page	1	0.26	383	99.74
towards co-workers	1	0.26	384	100

Civil Rights Compliance
Needs Assessment Survey

Q1=Supervisory Staff

Q2_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	19	14.84	19	14.84
2	10	7.81	29	22.66
3	13	10.16	42	32.81
4	17	13.28	59	46.09
5	12	9.38	71	55.47
6	26	20.31	97	75.78
9	31	24.22	128	100

Q2_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	16	12.5	16	12.5
2	24	18.75	40	31.25
3	20	15.63	60	46.88
4	13	10.16	73	57.03
5	19	14.84	92	71.88
6	14	10.94	106	82.81
9	22	17.19	128	100

Q2_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	14	10.94	14	10.94
2	8	6.25	22	17.19
3	14	10.94	36	28.13
4	18	14.06	54	42.19
5	19	14.84	73	57.03
6	16	12.5	89	69.53
9	39	30.47	128	100

Q2_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	9	7.03	9	7.03
2	23	17.97	32	25
3	19	14.84	51	39.84
4	16	12.5	67	52.34
5	20	15.63	87	67.97
6	18	14.06	105	82.03
9	23	17.97	128	100

Q2_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	43	33.59	43	33.59
2	22	17.19	65	50.78
3	11	8.59	76	59.38
4	8	6.25	84	65.63
5	12	9.38	96	75
6	12	9.38	108	84.38
9	20	15.63	128	100

Civil Rights Compliance
Needs Assessment Survey

Q2_6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	21	16.41	21	16.41
2	27	21.09	48	37.5
3	29	22.66	77	60.16
4	18	14.06	95	74.22
5	6	4.69	101	78.91
6	11	8.59	112	87.5
9	16	12.5	128	100

Q2_7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	80	62.5	80	62.5
Age	5	3.91	85	66.41
Age / Disability	1	0.78	86	67.19
Age / Gender	1	0.78	87	67.97
Age / Gender / Race	1	0.78	88	68.75
Age / Race / Religion	1	0.78	89	69.53
Age / Sexual Orientation	1	0.78	90	70.31
All	1	0.78	91	71.09
All Areas	1	0.78	92	71.88
All Issues	2	1.56	94	73.44
Criminal History	1	0.78	95	74.22
Disability	4	3.13	99	77.34
Disability / Race	1	0.78	100	78.13
Gender	6	4.69	106	82.81
Gender / Race	1	0.78	107	83.59
Gender / Religion	1	0.78	108	84.38
Harassment	1	0.78	109	85.16
Hostile Work Environment	1	0.78	110	85.94
National Origin	3	2.34	113	88.28
National Origin	1	0.78	114	89.06
Race	10	7.81	124	96.88
Religion	1	0.78	125	97.66
Sexual Orientation	3	2.34	128	100

Q3_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	44	34.38	44	34.38
2	10	7.81	54	42.19
3	18	14.06	72	56.25
4	15	11.72	87	67.97
5	5	3.91	92	71.88
6	4	3.13	96	75
7	2	1.56	98	76.56
8	4	3.13	102	79.69
9	26	20.31	128	100

Civil Rights Compliance
Needs Assessment Survey

Q3_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	32	25	32	25
2	23	17.97	55	42.97
3	11	8.59	66	51.56
4	10	7.81	76	59.38
5	11	8.59	87	67.97
6	5	3.91	92	71.88
7	2	1.56	94	73.44
8	9	7.03	103	80.47
9	25	19.53	128	100

Q3_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	1.56	2	1.56
2	12	9.38	14	10.94
3	13	10.16	27	21.09
4	10	7.81	37	28.91
5	14	10.94	51	39.84
6	12	9.38	63	49.22
7	13	10.16	76	59.38
8	13	10.16	89	69.53
9	39	30.47	128	100

Q3_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	4	3.13	4	3.13
2	5	3.91	9	7.03
3	15	11.72	24	18.75
4	9	7.03	33	25.78
5	6	4.69	39	30.47
6	21	16.41	60	46.88
7	7	5.47	67	52.34
8	22	17.19	89	69.53
9	39	30.47	128	100

Q3_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	16	12.5	16	12.5
2	13	10.16	29	22.66
3	22	17.19	51	39.84
4	11	8.59	62	48.44
5	9	7.03	71	55.47
6	9	7.03	80	62.5
7	7	5.47	87	67.97
8	11	8.59	98	76.56
9	30	23.44	128	100

Civil Rights Compliance
Needs Assessment Survey

Q3_6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	5	3.91	5	3.91
2	6	4.69	11	8.59
3	5	3.91	16	12.5
4	10	7.81	26	20.31
5	13	10.16	39	30.47
6	11	8.59	50	39.06
7	22	17.19	72	56.25
8	20	15.63	92	71.88
9	36	28.13	128	100

Q3_7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	4	3.13	4	3.13
2	14	10.94	18	14.06
3	15	11.72	33	25.78
4	14	10.94	47	36.72
5	12	9.38	59	46.09
6	8	6.25	67	52.34
7	11	8.59	78	60.94
8	10	7.81	88	68.75
9	40	31.25	128	100

Q3_8	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	28	21.88	28	21.88
1	15	11.72	43	33.59
2	21	16.41	64	50
3	11	8.59	75	58.59
4	13	10.16	88	68.75
5	14	10.94	102	79.69
6	8	6.25	110	85.94
7	11	8.59	121	94.53
8	6	4.69	127	99.22
99	1	0.78	128	100

Q4_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	62	48.44	62	48.44
2	44	34.38	106	82.81
3	10	7.81	116	90.63
9	12	9.38	128	100

Q4_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	44	34.38	44	34.38
2	58	45.31	102	79.69
3	8	6.25	110	85.94
9	18	14.06	128	100

Civil Rights Compliance
Needs Assessment Survey

Q4_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	6	4.69	6	4.69
2	5	3.91	11	8.59
3	58	45.31	69	53.91
9	59	46.09	128	100

Q4_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	111	86.72	111	86.72
Anything not covered by Questions 2 & 3	1	0.78	112	87.5
Apply Laws	1	0.78	113	88.28
As applicable to "on job"	1	0.78	114	89.06
Awareness of Different Cultures	1	0.78	115	89.84
Cultural Awareness	1	0.78	116	90.63
Define Hostile Work Environment	1	0.78	117	91.41
For special needs Indivi	1	0.78	118	92.19
Gaining Cultural Appreciation	1	0.78	119	92.97
Gaining Cultural Appreciation	1	0.78	120	93.75
How to Address Issues	1	0.78	121	94.53
Investigations	1	0.78	122	95.31
Laws and Common non- compliance	1	0.78	123	96.09
More Translation service	1	0.78	124	96.88
Office Mangmt & Civil Rights skill to supervisors	1	0.78	125	97.66
Practicing Hypothetical Issues	1	0.78	126	98.44
Process, Knowledge & ability to apply laws	1	0.78	127	99.22
Sexual Orientation & Gender Identity	1	0.78	128	100